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REPORTING, CALL-BACK AND STAND-BY PAY; SHIFT,
SATURDAY AND SUNDAY PREMIUMS; AND WORK
CLOTHING, SAFETY EQUIPMENT AND TOOL
ALLOWANCES IN ONTARIO COLLECTIVE
BARGAINING AGREEMENTS
SEPTEMBER 1975

Number 11



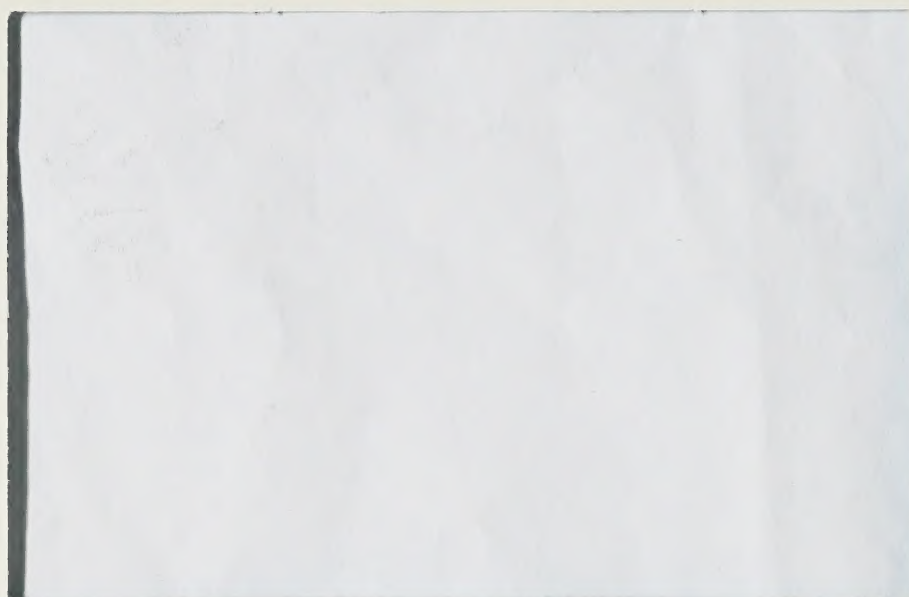
Ontario

Ministry of
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Ontario





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Research Branch

Ontario Ministry of Labour

March 1976

Hon. Bette Stephenson, M.D.
Minister

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FOREWORD

This report is designed to give quick access to current information on provisions in Ontario collective agreements relating to reporting, call-back and stand-by pay; shift, Saturday and Sunday premiums; and work clothing, safety equipment and tool allowances.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction and has been prepared to provide data that will be useful in bargaining situations. As of September 1975, when the analysis was prepared, there were 882 such agreements, covering 755,205 employees, on file with the Collective Agreements Library of the Ministry of Labour.

For further information, please call Beth Kendall Jess at 965-6886.

REPORTING, CALL-BACK AND STAND-BY PAY

Most agreements guarantee a minimum number of hours of work, or pay in lieu of work, to employees who report for duty on schedule and find no work available or less than can be done in the guaranteed period. Such guarantees are normally computed at the straight time rate of pay.

Agreements frequently also guarantee a minimum number of hours of work, or pay in lieu of work, to employees who are called back to work, usually for emergency reasons, after leaving the plant for the day. In contrast with reporting pay guarantees, call-back guarantees are usually computed at the overtime rate of pay.

A related provision is that requiring pay for employees for time spent outside their regular hours on call or on stand-by, ready and able to go to work to take care of emergencies.

REPORTING PAY

Reporting pay provisions were contained in 587 agreements, or 67 per cent of the 882 contracts studied (see Table 1). These provisions applied to 458,260 employees, or 61 per cent of the total 755,205 covered by the study. They were much more prevalent in manufacturing than in non-manufacturing -- 88 per cent and 42 per cent, respectively. Among manufacturing industries, reporting pay clauses were most common in food, textiles, paper, primary metals, metal fabricating, machinery, transportation equipment and electrical products. In non-manufacturing industries, they were concentrated in health and welfare services.

Amount of Guarantee. As shown below, the most common reporting pay guarantee was 4 hours of work or pay, occurring in 73 per cent of the agreements with such provisions. Guarantees

<u>Amount of Guarantee</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u>	<u>Manufac-</u>	<u>Non-Manufac-</u>
	<u>tries</u>	<u>turing</u>	<u>turing</u>
Total with provision	587	416	171
2 hours	24	18	6
3 hours	27	16	11
4 hours	430	333	97
8 hours	28	11	17
Graduated payments ¹	31	15	16
Other	47	23	24

1. Includes agreements in which the amount of guaranteed time varies depending on whether or not an employee was put to work upon reporting.

of 2, 3 and 8 hours were each found in less than 5 per cent of the agreements. Graduated guarantees were provided in slightly more than 5 per cent of the agreements, in which employees were assured a certain amount of pay for reporting on schedule and a higher amount if any work was performed.

CALL-BACK PAY

Of the 882 agreements analyzed, 740 or 84 per cent covering 645,832 (86 per cent) of the employees, contained provisions for pay for call-backs on regular work days (see Table 1). Such clauses occurred in 88 per cent of the 475 manufacturing agreements, compared with 79 per cent of the 407 non-manufacturing agreements. Among industry groups, they were most prevalent in food, textiles, paper, primary metals, metal fabricating, machinery, transportation equipment, electrical products, transportation, education, health and welfare, federal administration and local administration.

Amount of Guarantee. Four hours was the most common call-back guarantee, found in 51 per cent of the agreements. Guarantees of 2 and 3 hours occurred in 13 per cent and 28 per cent of the agreements, respectively. Guarantees of more than 4 hours were specified in only 7 agreements.

Time and one-half was the rate of pay specified for call-backs in 36 per cent of the agreements. Straight time pay was provided in 30 per cent, and 5 per cent called for whatever overtime rate applied at the time the employee was called back. In 19 per cent of the agreements, the employee was paid for a minimum number of hours at straight-time or for all hours worked at the overtime rate, whichever was the greater. A handful of the agreements, 2 per cent, required double time pay. The following tabulation shows both the guaranteed minimum number of hours of call-back and the rate paid for these hours.

<u>Rate of Pay</u>	<u>Agreements with Call-Back Guarantees of</u>						<u>Other</u>
	<u>Total</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>Over 4</u>	
		<u>hour</u>	<u>hours</u>	<u>hours</u>	<u>hours</u>	<u>hours</u>	
Total with provision	740	7	95	207	381	7	43
Straight time	224	-	11	55	154	4	-
Time and one-half	266	4	65	118	72	-	7
Double time	11	3	6	1	1	-	-
Applicable overtime rate ..	40	-	2	8	28	-	2
Straight time or hours worked at overtime rate, whichever is greater	139	-	7	18	112	2	-
Other	60	-	4	7	14	1	34

STAND-BY PAY

Provisions for stand-by pay were included in 150 agreements, or 17 per cent of the 882 studied (see Table 1). These agreements covered 28 per cent of the total employed in the study. All except 7 of them were in non-manufacturing industries, chiefly in health services, federal government and local government.

Amount of Pay. The payment for stand-by varied considerably, but the formulas may be divided as follows:

- in 20 per cent of the agreements, the pay ranged from 2 to 4½ hours at straight-time for each stand-by.
- in another 20 per cent, the pay ranged from 1 to 8 hours pay at straight-time for stand-bys on weekdays, and 3 to 16 hours pay at straight-time for stand-bys on weekends and holidays.
- in 10 per cent, the pay ranged from one-sixth of the regular rate to time and one-half, or 38 cents to \$1.50 for each hour on stand-by.
- in another 10 per cent, the pay was a fixed sum per week, ranging from \$20 to \$52, or per weekend, ranging from \$10 to \$25.
- in 34 per cent, the pay was a fixed sum per shift ranging from \$2 to \$16.

PREMIUM PAY FOR SHIFT WORK AND FOR REGULARLY
SCHEDULED SATURDAY AND SUNDAY WORK

Employees working shifts other than the daytime shift are usually compensated for inconvenient hours by a differential added to their regular rates. Under three-shift operations, the premium paid for the third shift is generally higher than that paid for the second shift.

Closely related are provisions for premium pay for Saturday and Sunday when worked as part of the regular 5-day schedule. These provisions usually apply to employees in continuous-process or 7-day operations or to occupational groups such as guards, watchmen and stationary engineers.

SHIFT PREMIUMS

Provisions for second shift premiums and for third shift premiums were both contained in 763 or 86 per cent of the 882 agreements examined, covering 89 per cent and 90 per cent of the 755,205 employees in the study, respectively (see Table 2). Both types of provisions were most prevalent in the food, textiles, paper, primary metals, metal fabricating, machinery, transportation equipment, electrical products, transportation, education and health industries and in government.

Amount of Premium. Shift premiums were expressed in terms of cents-per-hour, flat amounts per shift, or percentage

<u>Amount of Premium</u>	<u>Number of Agreements</u>	
	<u>Second shift</u>	<u>Third shift</u>
Total with provision	763	763
<u>Cents per hour</u>		
Under 10 cents	25	11
10 cents	52	11
11 - 14½ cents	90	35
15 cents	147	70
16 - 19 cents	119	103
20 cents	64	151
21 - 24 cents	37	83
25 cents	27	50
26 cents or more	16	57
<u>Flat amount per shift</u>		
\$1.00	34	34
\$1.10 - \$1.35	32	24
Over \$1.35	30	39
<u>Percentage of regular rate</u>		
5 per cent	14	2
10 per cent	6	11
15 per cent	9	10
Other ¹	61	72

1. Includes agreements in which the premiums change during the term of the contract, and those which established different premiums for different groups of employees or for other reasons.

differentials. A premium of 15 cents was the predominant payment for the second shift, occurring in 19 per cent of the shift clauses. For the third shift, the most common premium was 20 cents, found in 20 per cent of the agreements. Premiums ranging from 16 to 19 cents were required in 16 per cent of the second shift clauses and in 13 per cent of the third shift clauses.

SATURDAY AND SUNDAY PREMIUMS

Provisions for premium pay for Saturday when worked as part of the regular weekly schedule were contained in 84 agreements, or 10 per cent of the 882 analyzed (see Table 2). The provisions covered 16 per cent of the total employees in the study. In contrast, Sunday premium pay provisions were included in 161 agreements, or 18 per cent of the total studied, and applied to 26 per cent of the employees. Both types of provisions were widely scattered among industries. However, the Saturday provisions were most common in food and education, while the Sunday provisions were most prevalent in food, primary metals, mining and education.

Amount of Premium. The premiums paid for regularly scheduled Saturday and Sunday work were stated either as cents per hour, percentage differentials, flat amounts per shift or week, or as wage-rate payments. As shown below, the most common premium pay for Saturday was time and one-half, found in 36 per cent of the agreements with such provision. For Sunday work, a premium of 26 cents per hour or more was required in 30 per cent of the agreements, and time and one-half was paid in 36 per cent.

<u>Amount of Premium</u>	<u>Number of Agreements</u>	
	<u>Saturday Premium</u>	<u>Sunday Premium</u>
Total with provision	84	161
<u>Cents per hour</u>		
Under 25 cents	14	15
25 cents	9	16
26 cents or more	13	48
<u>Flat amount per shift or week</u>	-	4
<u>Per cent of regular rate</u>	1	2
<u>Wage-rate payment</u>		
Time and one-half	30	42
<u>Other</u>	17	34

WORK CLOTHING, SAFETY EQUIPMENT AND TOOL ALLOWANCES

Agreements in industries where sanitation and public appearance are very important sometimes contain provisions referring to the supply and maintenance of uniforms or general work clothing which the employees are required to wear.

Similarly, agreements in industries with hazardous occupations usually contain provisions dealing with the supply and replacement of safety equipment designed to protect employees from injuries. Most common are requirements for safety glasses and safety shoes.

This section of the report also discusses provisions referring to the supply and replacement of tools required by employees in the performance of their work.

WORK CLOTHING

Provisions referring to work clothing or uniforms were contained in 297 agreements, or 34 per cent of the total 882 analyzed (see Table 3). These agreements covered 34 per cent of the employees in the study but not all of them were affected by the provisions.

Work clothing provisions were more prevalent in non-manufacturing than in manufacturing agreements, 49 per cent compared with 21 per cent. They were most common in food, transportation, education, health and local government. These industries accounted for 57 per cent of the work clothing provisions.

- Type of Allowance. In 224 of the work clothing or uniform provisions, the employer furnished these items free of charge to employees. However, in 16 cases employees were required to pay a part of the cost involved. Monetary allowances toward the purchase of work clothing or uniforms were specified in 14 agreements, and were paid on a daily, weekly, monthly or annual basis. In some agreements the cost of work clothing differed for different groups of employees. For example, in food industry agreements, work clothing was provided free of charge for plant employees, but only one-quarter to one-third of the cost of uniforms for drivers was paid by the employer.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-tries</u>	<u>Manufac-turing</u>	<u>Non-Manufac-turing</u>
Total with provision	297	99	198
Supplied at no cost	224	84	140
Supplied at some cost	16	8	8
Monetary allowance	14	-	14
Other	43	7	36

SAFETY GLASSES

Clauses referring to safety glasses were found in 125 agreements, or 14 per cent of the total 882 studied (see Table 3). These agreements covered 12 per cent of the total employees in the study, but not all of them were affected by the provisions. All, except 18 of the safety glasses provisions, were in manufacturing industries, concentrating in metal fabricating, machinery, transportation equipment, and electrical products.

Type of Allowance. In 75 of the agreements with provisions for safety glasses, the employer furnished these items at no cost to employees. In 11 agreements, employees paid part of the cost of safety glasses. Monetary allowances ranging from \$3 to \$40 a year were provided in 24 agreements.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u> <u>tries</u>	<u>Manufac-</u> <u>turing</u>	<u>Non-Manufac-</u> <u>turing</u>
Total with provision	125	107	18
Supplied at no cost	75	62	13
Supplied at some cost	11	8	3
Monetary allowance	24	23	1
Other	15	14	1

SAFETY SHOES

Clauses referring to safety shoes were contained in 220 agreements, or 25 per cent of the total studied (see Table 3). These agreements applied to 18 per cent of the total employees covered by the study, but not all of them were required to wear safety shoes. The clauses were concentrated in food, paper, metal fabricating, transportation equipment, electrical products and local government.

Type of Allowance. The majority of the agreements with provisions (61 per cent) for safety shoes required the employer to pay a monetary allowance toward the purchase of these items. In slightly more than half of these agreements, the allowance ranged from \$1 to \$10 per year. In 18 per cent of the agreements the employer paid the full cost of safety shoes, and in 15 per cent, the employee shared the cost.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-tries</u>	<u>Manufac-turing</u>	<u>Non-Manufac-turing</u>
Total with provision	220	172	48
Supplied at no cost	38	20	18
Supplied at some cost	33	31	2
Monetary allowance	134	112	22
Other	15	9	6

OTHER SAFETY EQUIPMENT

Provisions referring to a variety of safety equipment other than safety glasses and safety shoes were included in 359, or 41 per cent, of the 882 agreements studied (see Table 3). The safety equipment included such items as hard hats, respirators, gloves and other personal protective clothing. These agreements covered 39 per cent of all the employees in the study. They were found most frequently in food, metal fabricating, transportation equipment, electrical products, education and local government.

Type of Allowance. In all but 16 of the agreements, the safety equipment was supplied at no cost to the employee. In the remainder, the allowance varied depending on the type of equipment involved.

TOOL ALLOWANCES

Provisions referring to allowances for employees' personal tools were contained in 172, or 19 per cent, of the 882 agreements examined (see Table 3). These agreements applied to 24 per cent of the total in the study, but the provisions affected mostly maintenance employees. The proportion of manufacturing agreements with provisions for tool allowances was virtually the same as the proportion of non-manufacturing agreements with such provisions. By industry group, tool allowances were most prevalent in food, metal fabricating, transportation equipment, forestry, transportation, education and local government.

Type of Allowance. The employer supplied tools at no cost to the employee in 35 agreements. In 24 agreements the initial cost of tools was paid by the employee and the employer replaced them when they were broken or worn out at no cost to the employee. In 18 agreements the employer shared the cost of either initial supply or replacement of tools. Monetary

allowances ranging from \$10 to \$100 per year were provided toward the purchase of tools in 57 agreements. In 10 agreements the allowance varied with the category of employee on the value of the tools he is required to use.

<u>Type of Allowance</u>	<u>Number of Agreements</u>		
	<u>All Indus-</u> <u>tries</u>	<u>Manufac-</u> <u>turing</u>	<u>Non-Manufac-</u> <u>turing</u>
Total with provision	171	95	76
Supplied at no cost	35	10	25
Replaced at no cost	24	16	8
Supplied and/or replaced at some cost	18	14	4
Monetary allowance	57	34	23
Other	37	21	16

Most of the forestry agreements provided insurance up to a maximum of \$800 against loss or theft of employees' power saws. The food industry and local government agreements generally paid an allowance ranging from \$15 to \$100 per year for purchasing or replacing tools. In the metal fabricating and transportation equipment industries, apprentices receive an initial allowance (for example \$30), then additional payments at different periods during training until they graduate when the whole or proportion of the balance would be reimbursed for the tools they bought during their apprenticeship (for example \$300).

Table 1

Provisions for Reporting Pay, Call-back Pay, and Stand-by Pay in Ontario Collective Bargaining Agreements¹ Covering 200 or More Employees, by Industry, September 1975

Industry	Total studied		Number with provisions for					
			Reporting pay		Call-back pay		Stand-by pay	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	882	755,205	587	458,260	740	645,832	150	211,681
Manufacturing	475	303,445	416	275,562	417	250,341	7	2,754
Foods and beverages	44	20,519	31	15,023	42	19,983	2	537
Tobacco products	3	1,423	2	777	3	1,423	-	-
Rubber and plastic products	18	9,796	18	9,796	18	9,796	-	-
Leather industries	9	2,971	8	2,591	5	1,927	-	-
Textile mill products	28	11,604	27	10,907	24	10,416	1	595
Knitting mills	3	961	2	741	1	275	-	-
Clothing industries	9	9,080	7	7,620	1	1,010	-	-
Wood products	13	3,535	12	3,320	10	2,868	1	222
Furniture and fixtures	12	4,350	12	4,350	7	2,739	-	-
Paper and allied products	41	17,576	39	16,712	39	16,951	-	-
Printing and publishing	11	6,488	5	2,347	5	3,599	-	-
Primary metal industries	30	31,945	30	31,945	28	31,472	1	1,000
Metal fabricating	57	20,194	53	19,175	52	18,945	-	-
Machinery, except electrical	27	16,256	23	15,261	26	15,956	-	-
Transportation equipment	58	83,118	53	81,187	51	55,364	-	-
Electrical products	55	38,415	48	35,157	52	34,664	-	-
Non-metallic mineral products	20	9,199	19	8,959	17	7,901	-	-
Petroleum and coal products	3	1,347	1	200	3	1,347	1	200
Chemicals and chemical products	15	6,777	8	2,268	15	6,777	-	-
Miscellaneous manufacturing	19	7,891	18	7,226	18	6,928	1	200
Non-Manufacturing ¹	407	451,760	171	182,698	323	395,491	143	208,927
Forestry	12	6,177	12	6,177	12	6,177	1	650
Mining and quarrying	19	25,156	17	24,211	16	24,277	2	782
Transportation	35	49,429	17	26,691	27	37,981	2	1,711
Storage	2	1,925	1	1,700	1	1,700	-	-
Communications	14	39,348	7	9,207	7	32,748	-	-
Electric, gas and water utilities ...	13	19,178	3	15,375	13	19,178	10	18,067
Wholesale trade	5	1,556	3	856	1	300	-	-
Retail trade	17	33,357	7	13,098	12	27,713	1	373
Finance, insurance and real estate .	1	501	-	-	1	501	-	-
Education and related services	56	27,327	7	3,019	46	19,933	5	1,670
Health and welfare services	96	37,169	59	21,579	86	34,449	54	21,787
Recreational services	5	2,804	2	2,034	1	245	-	-
Business services	7	4,606	-	-	6	4,359	3	3,392
Personal services	16	7,250	12	4,848	4	1,766	-	-
Miscellaneous services	2	530	1	321	-	-	-	-
Federal administration	51	96,894	9	43,250	44	90,898	29	75,457
Provincial administration	5	64,742	-	-	5	64,742	5	64,742
Local administration	51	33,811	14	10,332	41	28,524	31	20,296

1. Excludes construction industry.

Table 2

Provisions for Premium Pay for Shift and for Regularly Scheduled Saturday and Sunday Work in Ontario
Collective Bargaining Agreements¹ Covering 200 or More Employees, by Industry, September 1975

Industry	Total studied		Number with provisions for premium pay for							
			Second shift		Third shift		Regularly scheduled Saturday work		Regularly scheduled Sunday work	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	882	755,205	763	673,741	763	681,043	84	119,130	161	192,296
Manufacturing	475	303,445	456	290,908	448	288,914	51	55,727	95	102,278
Foods and beverages	44	20,519	44	20,519	43	20,269	12	7,472	14	7,962
Tobacco products	3	1,423	3	1,423	3	1,423	-	-	-	-
Rubber and plastic products	18	9,796	18	9,796	18	9,796	-	-	-	-
Leather industries	9	2,971	8	2,771	8	2,771	1	332	1	332
Textile mill products	28	11,604	28	11,604	28	11,604	6	2,375	8	5,039
Knitting mills	3	961	2	686	2	686	-	-	-	-
Clothing industries	9	9,080	-	-	-	-	-	-	-	-
Wood products	13	3,535	13	3,535	11	2,999	1	222	3	885
Furniture and fixtures	12	4,350	10	3,583	9	3,260	-	-	-	-
Paper and allied products	41	17,576	41	17,576	40	17,351	-	-	4	1,449
Printing and publishing	11	6,488	10	6,078	10	6,078	1	200	1	200
Primary metal industries	30	31,945	30	31,945	30	31,945	4	1,468	13	23,365
Metal fabricating	57	20,194	56	19,969	55	19,739	4	1,660	10	3,604
Machinery, except electrical	27	16,256	27	16,256	27	16,256	3	2,560	5	3,485
Transportation equipment	58	83,118	58	83,118	57	82,858	6	31,928	8	44,859
Electrical products	55	38,415	53	37,640	52	37,470	5	4,304	7	2,365
Non-metallic mineral products	20	9,199	20	9,119	20	9,119	4	2,088	10	4,971
Petroleum and coal products	3	1,347	3	1,347	3	1,347	-	-	-	-
Chemicals and chemical products	15	6,777	13	5,972	13	5,972	2	598	7	2,377
Miscellaneous manufacturing	19	7,891	19	7,891	19	7,891	2	520	4	1,385
Non-Manufacturing ¹	407	451,760	307	382,833	315	392,129	33	63,403	66	90,018
Forestry	12	6,177	12	6,177	12	6,177	-	-	-	-
Mining and quarrying	19	25,156	19	25,156	19	25,156	-	-	15	23,419
Transportation	35	49,429	29	45,749	29	45,749	1	460	5	7,280
Storage	2	1,925	2	1,925	2	1,925	-	-	-	-
Communications	14	39,348	6	32,121	8	33,748	4	29,041	4	29,041
Electric, gas and water utilities ...	13	19,178	12	18,604	12	18,604	5	15,946	9	17,872
Wholesale trade	5	1,556	4	1,312	5	1,556	1	400	1	400
Retail trade	17	33,357	11	23,301	13	29,883	3	9,375	2	931
Finance, insurance and real estate .	1	501	1	501	1	501	-	-	-	-
Education and related services	56	27,327	38	16,795	38	16,722	11	4,423	16	5,932
Health and welfare services	96	37,169	92	35,852	92	35,852	-	-	-	-
Recreational services	5	2,804	1	245	1	245	-	-	1	225
Business services	7	4,606	6	4,359	7	4,606	1	325	5	2,194
Personal services	16	7,250	1	800	3	1,469	-	-	-	-
Miscellaneous services	2	530	-	-	-	-	-	-	-	-
Federal administration	51	96,894	34	82,281	34	82,281	-	-	-	-
Provincial administration	5	64,742	5	64,742	5	64,742	-	-	-	-
Local administration	51	33,811	34	22,913	34	22,913	7	3,433	8	2,724

1. Excludes construction industry.

Table 3

Provisions for Work Clothing, Safety Equipment and Tools in Ontario Collective Bargaining Agreements¹ Covering 200 or More Employees, by Industry, September 1975

Industry	Total studied		Number with provisions for									
			Work clothing		Safety glasses		Safety shoes		Other safety equipment		Tool Allowances	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	882	755,205	297	264,897	125	93,872	220	133,113	359	294,210	171	178,773
Manufacturing	475	303,445	99	85,193	107	61,497	172	88,979	236	184,960	95	104,693
Foods and beverages	44	20,519	32	16,474	3	1,080	21	9,051	22	11,882	28	14,020
Tobacco products	3	1,423	1	491	-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,796	6	2,251	-	-	5	2,563	11	5,025	2	735
Leather industries	9	2,971	-	-	2	860	1	380	3	1,372	2	712
Textile mill products	28	11,604	1	400	4	1,744	6	3,065	8	3,625	1	240
Knitting mills	3	961	-	-	-	-	-	-	-	-	-	-
Clothing industries	9	9,080	-	-	-	-	-	-	-	-	1	882
Wood products	13	3,535	5	1,396	2	720	1	315	8	2,405	3	746
Furniture and fixtures	12	4,350	2	635	2	848	2	533	5	1,552	1	525
Paper and allied products	41	17,576	6	2,240	6	2,821	24	9,729	13	4,518	6	2,426
Printing and publishing	11	6,488	2	1,898	-	-	-	-	2	1,898	2	1,848
Primary metal industries	30	31,945	2	1,167	8	2,125	13	16,400	16	24,893	1	200
Metal fabricating	57	20,194	9	3,902	24	8,672	31	10,661	34	13,849	13	5,017
Machinery, except electrical	27	16,256	6	4,511	11	3,597	13	10,316	18	12,091	2	5,025
Transportation equipment	58	83,118	9	42,538	24	30,203	17	9,583	42	74,834	14	59,422
Electrical products	55	38,415	6	2,638	12	4,588	21	8,605	26	14,573	4	5,567
Non-metallic mineral products	20	9,199	5	2,727	7	3,718	12	6,142	11	6,090	8	5,038
Petroleum and coal products	3	1,347	1	350	-	-	-	-	2	550	-	-
Chemicals and chemical products ..	15	6,777	3	721	2	521	3	1,042	8	3,866	5	1,425
Miscellaneous manufacturing	19	7,891	3	854	-	-	2	594	7	1,937	2	865
Non-Manufacturing ¹	407	451,760	198	179,704	18	32,375	48	44,134	123	109,250	76	74,080
Forestry	12	6,177	9	3,740	-	-	1	637	10	4,390	10	4,390
Mining and quarrying	19	25,156	2	770	4	1,245	1	203	5	1,600	3	853
Transportation	35	49,429	22	34,071	4	13,005	6	9,622	14	19,612	11	11,131
Storage	2	1,925	1	225	-	-	-	-	-	-	-	-
Communications	14	39,348	7	20,558	-	-	-	-	5	16,007	2	12,300
Electric, gas and water utilities ..	13	19,178	7	16,587	2	14,792	6	16,443	10	18,096	8	17,134
Wholesale trade	5	1,556	3	1,000	-	-	3	1,000	3	1,000	1	400
Retail trade	17	33,357	14	27,454	-	-	4	2,356	7	4,030	5	6,733
Finance, insurance and real estate	1	501	-	-	-	-	-	-	1	501	-	-
Education and related services ...	56	27,327	27	14,537	3	1,090	7	3,032	20	7,571	11	3,359
Health and welfare services	96	37,169	53	20,383	1	302	1	302	11	6,225	8	6,200
Recreational services	5	2,804	2	2,034	-	-	-	-	1	234	-	-
Business services	7	4,606	1	2,200	-	-	-	-	-	-	-	-
Personal services	16	7,250	12	4,734	1	800	1	800	2	1,752	1	337
Miscellaneous services	2	530	1	321	-	-	-	-	-	-	-	-
Federal administration	51	96,894	3	11,016	-	-	-	-	2	7,277	1	935
Provincial administration	5	64,742	-	-	-	-	-	-	-	-	-	-
Local administration	51	33,811	34	20,074	3	1,141	18	9,739	32	20,955	15	10,308

1. Excludes construction industry.

